

SIGMA THETA TAU INTERNATIONAL
HONOR SOCIETY OF NURSING



The Pillar

Newsletter of the Lambda Pi Chapter, University of Toronto Faculty of Nursing

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Fall Program

Guest Speaker, Dr. Andrea Baumann RN, Ph.D.
Redeployment: Implications for Service

By: Rachel Beaulieu, RN, MSc.

Dr. Baumann, Associate Dean of Health Sciences (Nursing) at McMaster University, presented results of an NHRDP funded collaborative study conducted by the University of Toronto and the University of Alberta. The study explored the concept of redeployment of nurses for the purpose of understanding the context and effects of the job change phenomena.

Redeployment was defined as the relocation of employees to a different unit or hospital, the employees remain in the same designated job but they have to learn to provide care for a different patient population on a unit or hospital with a different culture. The study examined the effects of the job change phenomena on the quality of work life as well as the personal effects on the nursing personnel. The study also explored the differences between two Canadian provinces (Ontario & Alberta). Finally, the study identified the implications of redeployment on the Canadian Health Care System.

Using focus groups (30), the investigators asked nurse subjects to explore changes that resulted from their redeployment in order to refine a quantitative survey instrument. The survey was mailed to 3,892 nursing personnel (52.5% response rate) employed in hospital settings in Alberta & Ontario. The questionnaire examined team effectiveness, organizational commitment, orientation to a new position, and perceived quality of care.

Dr. Baumann discussed the results from the three Ontario institutions; Alberta data are still being analyzed. The majority of respondents were female Registered Nurses (RNs) with a mean age of 41 years. Sixty six percent were diploma prepared and 12% had obtained a baccalaureate degree. Half (52%) of the respondents worked full-time with the remainder (43.9%) employed part-time or casual. Subjects spent an average of 12.35 years employed in a specific institution and 7.68 years working on a specific nursing unit.

Nurse subjects reported little involvement in policy making and in the implementation of work redesign on the nursing units. Respondents indicated that the culture of their new unit was different from their previous work setting. Subjects took 3 to 6 months to feel part of their new team and to become comfortable with their new roles on medical/surgical

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Sigma Theta Tau, Lambda Pi Chapter Calendar of Events

<u>Date</u>	<u>Event</u>	<u>Location</u>
April 28, 1999	University of Toronto, Faculty of Nursing Research Day	Medical Science Building University of Toronto
May 26, 1999 1900 hrs	Lambda Pi Chapter, Induction Ceremony <i>Guest Speaker: Dr. Ellen Hodnett, Professor, Faculty of Nursing, University of Toronto. Heather Reisman Chair in Perinatal Nursing Research</i>	Faculty Club, University of Toronto 41 Willcocks Street
December, 1999	Sigma Theta Tau International 35th Biennial Convention	San Diego, California

*For further information on any of these events,
please contact the Lambda Pi voicemail at 416-978-8318*

Redeployment: Implications for Service (Continued from page 1)

units. Subjects in specialty units such as the operating room and critical care units took longer to achieve the same results. While many of their skills were transferable to the new unit ($M=5.73$, $SD=1.44$), subjects also identified the need to develop new skills ($M=3.85$, $SD=1.90$), and new knowledge ($M=4.36$, $SD=1.84$). Rumours, ambiguous, and conflicting messages about redeployment contributed to low morale. Subjects perceived that there had been a negative effect on the quality of patient care.

This research study begins to explore the complex effects of restructuring and redeployment on nursing personnel and quality of care. The findings challenge employers to involve nurses in the planning and implementation of the change process, to develop new methods of communicating information, to develop orientation programs that assist nurses to adapt to their new work environments, and to meet the changing demands of the patient population at a cost that remains effective and fiscally responsible.

President's Message

By: Janice Waddell

Greetings on behalf of the Lambda Pi Board of Directors. The Board has spent a busy fall and winter focusing on five broad Chapter goals: a) the provision of relevant and accessible scholarly programs, b) recruitment and retention of chapter members, c) acknowledgement of research and practice excellence of Lambda Pi members, d) enhancing involvement of student members, and e) creating a steering committee to guide the establishment of the Lambda Pi and Ryerson School of Nursing Honour Society Chapter-at-Large. Specifically, under the leadership of Margret Comack, Lambda Pi has had two successful scholarly programs featuring Dr. Andrea Baumann and Dr. Ruth Gallop. Drs. Baumann and Gallop's presentations were highly relevant to both direct nursing practice and broader professional trends and issues. The programs were well-attended by nurses from a wide range of professional practice arenas. Jean Trimnell, Director-at-Large, had spearheaded the development of a survey with the goal of gathering data from our members to help the Board of Directors ensure that the activities of the Chapter are responsive to your needs and interests.

The Chapter-at-Large steering committee has provided the opportunity for students, community leaders, alumni, and nursing faculty from Lambda Pi and Ryerson School of Nursing Honour Society to work together in establishing a shared chapter. The chartering ceremony for the Chapter-at-Large is currently scheduled for the spring of 2000.

Again this year, Lambda Pi will be presenting awards for excellence in research, practice, teaching, and administration at our induction ceremony on May 20, 1999. Please join us for the induction ceremony to help us recognize the achievements of our award recipients and welcome our newest members to Lambda Pi. As in previous years Lambda Pi will co-sponsor the University of Toronto, Faculty of Nursing Annual Nursing Research Conference, April 27 and 28, 1999. Lambda Pi will have a booth at the conference so please come by and talk to us!

The success of the activities of Lambda Pi is dependent on the participation of our members. We welcome your suggestions and observations so that we can continue to enhance and expand our efforts. I look forward to meeting you at Research Day and the induction ceremony, please come with a colleague and, if possible, arrange to accompany a new member to the events.

If you would like an avenue to advertise upcoming scholarly events, including research or education conferences or workshops, *The Pillar* provides an opportunity to reach nurses in both academic and practice settings.

General Advertising Rates

<u># of pages</u>	<u>x 1 page</u>	<u>x 2 pages</u>
Full page	\$150.00	\$125.00
Half page	\$ 75.00	\$ 65.00
1/3 vertical	\$ 40.00	\$ 35.00
1/4 page	\$ 20.00	\$ 18.00
1/8 page	\$ 10.00	\$ 9.00

Closing Dates

Fall Edition (September)	August 1
Spring Edition (March)	February 1

For further information please call member voicemail at 416-978-8318

***Sigma Theta Tau
Lambda Pi Chapter
Member News Form***

We at Sigma Theta Tau, Lambda Pi Chapter are delighted to hear about members' achievements, appointments, publications and awards. We are pleased to carry announcements of such items in the "*Members on the Move*" or "*Chapter News*" or "*Publications*" section of the newsletter. Please use this form to notify us of your accomplishments. Thank you!

Name: _____ Credentials: _____

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Return to: Raquel Meyer (fax) 416-978-8222, Faculty of Nursing
University of Toronto, 50 St. George Street, Toronto, Ontario
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Annual General Meeting: Guest Speaker--Ruth Gallop, RN, PhD
Private Troubles/Public Issues:
Abuse and the Role for Nursing Intervention

by: Cynthia Struthers

Dr. Gail Donner introduced Dr. Ruth Gallop as a distinguished nurse scientist who is cross-appointed to the Faculty of Medicine and a Commissioner of the Health Restructuring Board. She is often called to work with challenging patients in the mental health setting and has focused much of her research on the nurse-client relationship. She spoke on another interest of hers, the issue of abuse of women and children and the lack of response by nursing to this serious public problem.

Dr. Gallop started her presentation by providing the audience with two newspaper columns from the National Post, February 23, 1999. Both articles highlighted child abuse and the failure of the health care system to address this issue.

Dr. Gallop presented background and statistics to help the audience understand the issue of abuse. In the past, domestic abuse was a family secret because it reflected family shame. It is an issue of power, gender and should be a societal concern. Recently, the feminist movement has allowed abuse to be discussed openly. Eighteen percent of women are raped or experience attempted rape during their lifetime, 54% before the age of 17 (Survey, Health & Human Services, Department of Justice, 1998). One in seven women is assaulted by a male partner. Ninety percent of family violence is directed at women and children.

Dr. Gallop then posed questions regarding nursing's lack of involvement in this important societal issue. Have we (nursing, nurses) been silenced by hierarchy and institutional policies? Perhaps it is too close an issue for us as women? Do we respond with rejection or denial, rather than empathy, because we need to close off emotionally? There is a paucity of research and only a few nursing interventions aimed at reducing domestic violence.

The problem of childhood sexual abuse (CSA) gets worse since 56% of women who were sexually abused as children are revictimized as adults. Only 21% of women without a history of CSA are raped as adults (Wyatt et al., 1992). There are profound physiological and psychological effects from abuse. Mental health problems, eating disorders and an overall decrease in health seeking behaviours can result from CSA and domestic violence. The abused child/woman's belief system is altered to view: a) self is bad, b) world is unsafe, c) people are untrustworthy. The impact of abuse is cumulative, i.e. it doesn't get easier to cope. Contrary to the popular belief, women don't choose to stay in abusive relationships, they are unable to leave.

The implications of abuse for nursing is widespread. Since women who have history of abuse find it difficult to let themselves be touched they often present with advanced disease. They often do not get pap smears, breast screening or adequate prenatal care. During pregnancy the rate of sexual abuse can be as high as 66%. Physical effects of abuse can include an increase in somatic disorders, and an increase in irritable bowel syndrome.

Dr. Gallop articulated two forms of intervention: a) primary - prevent abuse, and b) secondary - modify impact. The first approach should be to identify the problem through effective screening. Emergency staff will be a key target group since "22-33% of women seeking care for any reason are battered women". The nursing profession and institutional policies may need to provide specific guidelines for nurses to identify abusive situations. Dr. Gallop posed questions--Do nurses have the right to ask about abuse? And if a woman answers "yes" to questions about abuse, what resources can the nurse use to help the patient? What bells should go off when women present in emergency departments, community clinics for prenatal care, and all mental health facilities?

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Barriers to implementing any interventions include: "staff knowledge and attitudes, societal belief systems and resistance to acknowledging abuse as social problem, nurses may be part of a cultural group that condones violence, and there may be no safe place for women to go". We end up in a downward spiral where society blames the victim, victim blames self, depression then possible suicide, assault and/or increased morbidity occurs.

There is some evidence that interventions can help. In a study by Olds, Eckenrode, Henderson et al., (1997) nurses' home visits were shown to reduce child abuse and neglect over a 15 year period. Researchers are finding that early support and teaching effective parenting skills may mediate the impact of CSA for the next generation. A history of violent CSA increases the potential for child abuse six times in one sample of women. Nurses can be key in creating environments that foster social support.

Implications for practice include the need to identify high risk families and develop improved social support through women's health centres, thus providing prevention for children, and mediating the impact for women already in abusive situations. We need educational content in nursing programs about abuse - thus encouraging nursing to take a proactive role in lobbying for change. We can test roles of support in community agencies in order to provide outreach to mothers and children, help women to understand what is abuse and that they have a right to live without abuse.

Dr. Gallop challenged us all to take up the issue of abuse as a key area of nursing practice. There was a lively question and answer period following Dr. Gallop's presentation.

Members on the Move

Margret Comack will be leaving her position at Toronto East General and as Vice-President of Lambda Pi chapter to take up a new position as Vice President-Site Administration and Chief Nursing Officer of the Huron Perth Hospitals Partnership. We thank Marg for her leadership in Lambda Pi and wish her well in the future.

Congratulations to **Eric Staples**, R.N., B.A.A.(N.), M.S.N., A.C.N.P., N.D. (Cand.) who joined Dalhousie University in August 1998 as Assistant Professor, Advanced Nursing Practice. Eric is responsible for developing and implementing the Advanced Nurse Practitioner option in the Master of Nursing Program. Eric was also promoted to Assistant Professor, Faculty of Medicine, Dalhousie University. In addition, Eric will be participating in a practice role at the Nova Scotia Cancer Centre.

The University Health Network (formerly the Toronto Hospital) has recently appointed three Lambda Pi members to leadership positions. **Rachel Beaulieu** is the Director of Nursing at the Toronto Western Hospital, **Judy Costello** is the Director of Nursing at the Toronto General Hospital, and **Janice Wright** is the Director of Nursing at Princess Margaret Hospital. Congratulation Rachel, Judy and Janice.

Member Publications

Mariano, C., & Hickey, R. (1998). Multiple pregnancy, multiple needs. *The Canadian Nurse*, 94(9), 26-30.

Member Achievements

Congratulations to **Linda McGillis Hall** who successfully defended her Doctoral dissertation "Outcomes of Staff Mix and Work Design in Toronto Hospitals" at the University of Toronto.

Chapter Information

General Information

Information about events and all related applications are available from the Faculty of Nursing, University of Toronto. Please leave a message with your request for Linda Williams at 416-978-8318.

Invitation to Chapter Events

A reminder that all chapter events are open to members and their invited guests. Please feel free to bring a friend or colleague to all local sessions.

Ryerson Polytechnic University Honour Society Communication Update

Greetings from the Honour Society. This winter update will share some news and information, along with recent activities.

On November 12, 1998, we held our fall scholarly program with Linda McGillis-Hall presenting her doctoral research entitled, "Outcomes of Staff Mix and Work Design in Toronto Hospitals". There was lively and thoughtful discussion following the presentation. As an update, Linda successfully defended her dissertation a few weeks ago. Congratulations, Dr. McGillis-Hall!

Our winter scholarly program and annual meeting was held on Tuesday, March 9, 1999. Dr. Elizabeth McCay presented, "Knowing oneself: Withstanding the trauma of mental illness".

Progress toward the establishment of a Chapter-at-Large with Lambda Pi, University of Toronto is ongoing. Application forms will be forwarded shortly to the Eligibility Committee of Sigma Theta Tau International and that will initiate the process. Linda Cooper, President of the Honour Society, along with Janice Waddell, President of Lambda Pi, will be attending the Regional Sigma Theta Tau meetings in Milwaukee to represent the interests of the Ryerson Honour Society and Lambda Pi. These meetings are designed to help STT chapters manage day-to-day operations and to meet the needs of their membership. Representation from Ryerson will be important to maintain our profile at a time when we are initiating efforts to establish a Chapter-at-Large.

Movers and Shakers: Congratulations to Barbel Anderson on the completion of her doctoral degree from OISE, University of Toronto. Linda Cooper successfully defended her dissertation proposal at Wayne State University (Detroit). In our last update, we reported that Shannon Taylor had recently moved to Halifax to begin M.N. studies at Dalhousie. Shannon is now working with a group at the university to establish an Honour Society Chapter in Halifax.

We would like to celebrate the work and accomplishments of our members! Please let us know about any presentations, awards, articles etc. that we could share. Contact Linda Cooper (416) 979-5000 ext. 6308.

We have had mail returned from several of our members marked "MOVED". If you have an address for any of the following, please forward it to Linda Cooper.

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